

HOUSE BILL No. 1255

DIGEST OF INTRODUCED BILL

Citations Affected: None (noncode).

Synopsis: Study of wage disparities. Establishes the equal pay committee appointed by the commissioner of labor. Requires the committee to study the extent, causes, and consequences of wage disparities, to make proposals for action, and to report to the commissioner and the governor.

Effective: Upon passage.

Lawson L

January 6, 2005, read first time and referred to Committee on Employment and Labor.

C
o
p
y



First Regular Session 114th General Assembly (2005)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2004 Regular Session of the General Assembly.

HOUSE BILL No. 1255

A BILL FOR AN ACT concerning labor and safety.

Be it enacted by the General Assembly of the State of Indiana:

1 SECTION 1. [EFFECTIVE UPON PASSAGE] (a) **As used in this**
2 **SECTION, "commissioner" refers to the commissioner of labor**
3 **appointed under IC 22-1-1-2.**

4 (b) **As used in this SECTION, "committee" refers to the equal**
5 **pay committee established by this SECTION.**

6 (c) **As used in this SECTION, "department" refers to the**
7 **department of labor created by IC 22-1-1-1.**

8 (d) **As used in this SECTION, "state labor federation" means an**
9 **organization that:**

10 (1) **is chartered by a federation of national or international**
11 **labor unions;**

12 (2) **admits local labor unions to membership; and**

13 (3) **exists primarily to carry out:**

14 (A) **educational;**

15 (B) **legislative; and**

16 (C) **coordinating;**

17 **activities.**

18 (e) **The equal pay committee is established.**



C
o
p
y

1 (f) The committee consists of the following members, whom the
2 commissioner shall appoint before September 1, 2005:

3 (1) Two (2) members representing business in Indiana, who
4 must be nominated by state business organizations or business
5 trade organizations.

6 (2) Two (2) members representing labor organizations, who
7 must be nominated by state labor federations.

8 (3) Two (2) members nominated by and representing
9 organizations whose objectives include the elimination of pay
10 disparities between the sexes or between minorities and
11 nonminorities, or both, and that have undertaken:

12 (A) advocacy;

13 (B) educational initiatives; or

14 (C) legislative initiatives;

15 in pursuit of the objectives.

16 (4) Three (3) members representing:

17 (A) institutions of higher education; or

18 (B) research institutions;

19 who have experience or expertise in the collection and analysis
20 of data concerning pay disparities and whose research has
21 been used in efforts to promote the elimination of pay
22 disparities.

23 (g) The commissioner shall appoint one (1) of the members as
24 chairperson of the committee.

25 (h) The department shall provide facilities and staff to carry out
26 the responsibilities of the committee.

27 (i) The expenses of the committee shall be paid from
28 appropriations made to the department.

29 (j) A member of the committee who is not a state employee is
30 not entitled to the minimum salary per diem provided by
31 IC 4-10-11-2.1(b). The member is, however, entitled to
32 reimbursement for traveling expenses as provided under
33 IC 4-13-1-4 and other expenses actually incurred in connection
34 with the member's duties as provided in the state policies and
35 procedures established by the Indiana department of
36 administration and approved by the budget agency.

37 (k) Each member of the committee who is a state employee is
38 entitled to reimbursement for traveling expenses as provided under
39 IC 4-13-1-4 and other expenses actually incurred in connection
40 with the member's duties as provided in the state policies and
41 procedures established by the Indiana department of
42 administration and approved by the budget agency.

C
o
p
y



(l) The affirmative votes of a majority of the members appointed to the committee are required for the committee to take action on any measure.

(m) The committee shall complete a study of:

(1) the extent of wage disparities between the sexes or between minorities and nonminorities, or both, in the public and private sectors;

(2) factors that cause or tend to cause wage disparities, including:

(A) segregation between sexes or between minorities and nonminorities, or both, within and across occupations;

(B) payment of lower wages for work in occupations dominated by women;

(C) child rearing responsibilities; and

(D) education and training;

(3) the consequences of wage disparities on:

(A) the economy; and

(B) affected families; and

(4) actions that are likely to lead to the elimination and prevention of any wage disparities, including proposals for legislation.

(n) The committee shall make its report not later than August 31, 2006, to the commissioner, who shall transmit the report to the governor.

(o) The report from the committee must include:

(1) the results of the study; and

(2) legislative and other recommendations for the elimination and prevention of disparities in wages between:

(A) the sexes;

(B) minorities and nonminorities; or

(C) both the sexes and minorities and nonminorities.

(p) This SECTION expires December 31, 2006.

SECTION 2. An emergency is declared for this act.

C
o
p
y

